

IOT Strategic Workforce Planning - 2020

Who We Are:

The Director of Strategic Workforce Planning (D/SWP) supports the CIO and chief executives in short- and long-term initiatives designed to strengthen the workforce, its organization, and the IOT culture. In this capacity, D/SWP also works closely with the Director of Human Resources and the State Personnel Department to review, revise, and maintain job descriptions and employee competencies. SWP is the home of IOT's State Earn and Learn (SEAL) certified work-based learning program, currently featuring two SEAL associates.

Our Mission: To augment IOT through a sustained focus on hiring, retaining, developing, and optimizing talent from the entry level through the managerial ranks.

Department: [493005 for FY21 only. Our budget remains linked with CTO/Architects.]

Manager: Jon Rogers

Formed: July 1, 2020.

What We Do:

State Earn and Learn (SEAL)	Manage the first State agency-certified work-based learning program, designed to support reskilling of workers into meaningful IT careers supporting IOT.
Job Architecture	Partner with Human Resources to review, revise, and maintain job descriptions geared toward industry-valued skills and abilities.
Performance Roadmaps	Develop meaningful career development milestones to encourage employee growth through positions of greater scope and complexity.
Strategic Planning	Support CIO, Director/HR, and CFO on fiscal year workforce planning and budgeting.
Employee Development	Generate training and cross-training programs to strengthen customer service, relations, and manager development.
Recruiting and Hiring	Support all Director/HR and all managers in identifying talent and making timely hiring decisions.

Our Products:

SEAL	The SEAL program reskills workers from other careers/industries into IOT mission-critical opportunities through work-based learning and industry-valued certifications (CompTIA A+, MCSA).
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Our Metrics: SWP currently supports two SEAL associates.
Workforce metrics are in development.

Our Customers: IOT

Major Accomplishments:

- Became the first State agency program certified with the Department of Workforce Development SEAL designation in 2020.
- Hired IOT's first two SEAL associates into the program using a virtual onboarding and training program in March 2020 – through which they successfully earned CompTIA A+ certification in June.
- Founded as a new unit (Strategic Workforce Planning) on 1 July 2020 in response to the growing need to focus on public-sector IT talent identification, development, and retention.

Current Projects:

- Job description refresh underway with State Personnel Department (started Spring 2020).
- Performance competency refresh underway with State Personnel Department (Spring-Summer 2020).
- SEAL associates successfully working in Phase 2 of the program, focused on the MCSA certification.